

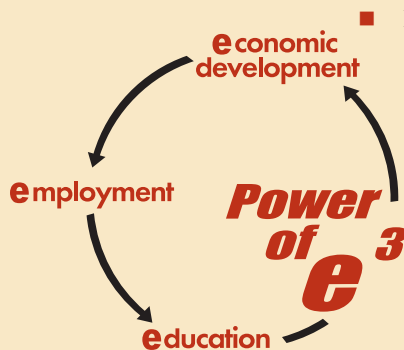


# High Growth INDUSTRY PROFILE

## Industry Snapshot

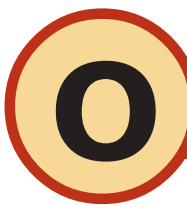
### Growth Pattern

- The Gross Domestic Product (GDP) for health services in 2001 was \$589.8 billion, a 5.8% share of the national total. (*U.S. Bureau of Economic Analysis*)
- The health care industry is predicted to add nearly 3.5 million new jobs between 2002 and 2012, an increase of 30%. (*U.S. Bureau of Labor Statistics*)
- It is predicted that about 16% of all new wage and salary jobs created between 2002 and 2012 will be in health services. (*U.S. Bureau of Labor Statistics*)
- From 2002-2012, 10 of the 20 fastest growing occupations are concentrated in health services. These positions include: medical assistants (59% growth), physician assistants (49% growth), home health aides (48% growth), and medical records and health information technicians (47% growth). (*U.S. Bureau of Labor Statistics*)
- Projected rates of employment growth for the various segments of the industry range from 12.8% in hospitals, the largest and slowest-growing industry segment, to 55.8% in the much smaller home health care services. (*U.S. Bureau of Labor Statistics*)



- Fast growth is expected for workers in occupations concentrated outside the in-patient hospital sector, such as medical assistants and home health aides. (*U.S. Bureau of Labor Statistics*)





# Occupational Outlook

There are a large number of health care occupations with expected growth. The following tables present those health care occupations with the highest growth rate in total employment for the period 2002-2012, the hourly mean wage for those occupations, and the most significant source of post-secondary education or training required in those occupations.

Health Care-Related Occupations	2002-2012 Projected Growth	2002 Hourly Mean Wage	Postsecondary Education & Training
Medical assistants	58.9%	\$11.93	On-the-job training
Physician assistants	48.9%	\$30.53	Bachelor's degree
Home health aides	48.1%	\$9.16	Short-term on-the-job training
Medical records and health information technicians	46.8%	\$12.49	Associate degree
Dental hygienists	43.1%	\$27.78	Associate degree
Dental assistants	42.5%	\$13.42	On-the-job training
Physical therapists	35.3%	\$28.93	Masters degree
Occupational therapists	35.2%	\$25.50	Bachelor's degree
Respiratory therapists	34.8%	\$19.57	Associate degree
Cardiovascular technologists and technicians	33.5%	\$18.12	Associate degree
Emergency medical technicians and paramedics	33.1%	\$12.78	Postsecondary vocational award
Pharmacists	30.1%	\$36.13	First professional degree
Pharmacy technicians	28.8%	\$11.15	On-the-job training
Surgical technologists	27.9%	\$15.36	Postsecondary vocational award
Registered nurses	27.3%	\$23.96	Associate degree
Radiologic technologists and technicians	22.9%	\$19.30	Associate degree
Licensed practical and licensed vocational nurses	20.2%	\$15.53	Postsecondary vocational award

Employment of Wage and Salary Workers in Health Services, Selected Top 10 Occupations in Employment, 2002 (employment in thousands)		
Occupation Title	Total Employment	% of Total
<b>Total Health Care Occupations</b>	<b>12,524</b>	<b>100.0</b>
Registered nurses	1,892	15.1
Nursing aides, orderlies, and attendants	1,163	9.3
Miscellaneous health care support occupations	853	6.8
Secretaries and administrative assistants	616	4.9
Licensed practical and licensed vocational nurses	577	4.6
Physicians and surgeons	418	3.3
Home health aides	407	3.3
Building cleaning workers	367	2.9
Receptionists and information clerks	342	2.7
Medical assistants	330	2.6

This is not a comprehensive list of health care occupations. Please refer to the U.S. Bureau of Labor Statistics at [www.bls.gov/emp/home.htm](http://www.bls.gov/emp/home.htm) for complete occupational and industry employment projections.

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## ypes of Jobs Created

### *Part-time vs. Full-time:*

- As of 2002, just under 60% of establishments employing health services wage and salary workers were offices of physicians and of dentists (37.3% of establishments for physicians and 21.6% of establishments for dentists). Combined, these establishments employed about 21% of all health services wage and salary workers. (U.S. Bureau of Labor Statistics)
- Of the 6,648,000 total health care practitioner and technical occupational workers (2003 data), 5,256,000 work full-time (79.1%), while 1,392,000 work part-time (20.9%). (U.S. Bureau of Labor Statistics)
- Of the 2,926,000 total health care support occupational workers (2003 data), 2,115,000 work full-time (72.3%), while 811,000 work part-time (27.7%). (U.S. Bureau of Labor Statistics)

### *Skill Sets:*

- Many health care jobs require less than four years of college education, although most technical jobs require at least a two-year technical degree.
- A variety of post-high school programs provide specialized training for jobs in health services. Students preparing for health care careers can enter programs leading to a certificate or a degree at the associate, baccalaureate, professional, or graduate level. Two-year programs resulting in certificates or associate degrees are the minimum standard credential for occupations such as a dental hygienist or radiological technologist.
- Entry-level health care employees need basic employability skills such as arriving to work on time, communicating effectively, solving problems, setting goals, and working in a team.
- Managers in health care need to have the management and coaching skills, as well as the cultural competency skills to enable them to effectively communicate in an increasingly diverse work environment.







## What is the High Growth Job Training Initiative?

The President's High Growth Job Training Initiative (HGJTI), as implemented by the U.S. Department of Labor's Employment and Training Administration, is designed to provide national leadership for a demand-driven workforce system that ensures no worker is left behind. It is a strategic effort to prepare workers to take advantage of new and increasing job opportunities in high growth/high-demand and economically vital industries and sectors of the American economy. The initiative is designed to ensure that worker training and career development resources in the public workforce system are targeted to helping workers gain the skills and competencies they need to obtain jobs and build successful careers in these industries.

The foundation of this initiative is partnerships that include the public workforce system, business and industry, education and training providers, and economic development working together to develop solutions to the workforce challenges facing these industries and to develop maximum access for American workers to gain the competencies they need to get good jobs in these industries.

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## igh Growth Job Training Initiative

In its efforts to meet the workforce demands of the 21<sup>st</sup> century economy, the U.S. Department of Labor's Employment and Training Administration (ETA) is conducting forums with various targeted high growth industries.

The Executive Forums are opportunities for senior industry executives to communicate the critical workforce issues facing their industry.

The Workforce Development Forums are opportunities for industry leaders, employers, educators, public and private workforce professionals, and economic development organizations to work together to identify a range of actual and potential solutions that if implemented could address their industry's workforce needs.

ETA conducted five Health Care Industry Executive Forums with approximately 200 health care executives in partnership with the following organizations:

- American Hospital Association in Chicago, Illinois, on February 24, 2003
- National Rural Health Association in Washington, D.C., on July 8, 2003
- American Health Care Association in Albuquerque, New Mexico, on August 4, 2003
- American Society for Healthcare Human Resources Administration in Denver, Colorado, on August 18, 2003
- American Association of Homes and Services for the Aging in Washington, D.C., on September 22, 2003

ETA conducted three regional Health Care Industry Workforce Development Forums with approximately 150 leaders from industry, the public workforce system, and the educational system:

- East Coast Forum in Washington, D.C. on October 24, 2003
- West Coast Forum in Salt Lake City, Utah on October 29, 2003
- Central Region Forum in Chicago, Illinois on October 31, 2003

## Workforce Issues

The following workforce issues have been identified by senior executives within the health care industry:

### Pipeline: Recruitment and Retention

- Increasing available labor pool
- Increasing diversity and seeking workers from non-traditional labor pools
- Reducing turnover

### Skill Development

- Entry-level worker preparation
- Incumbent worker training
- Need for targeted and specialized areas of skills

### Capacity of Education and Training Providers

- Lack of academic and clinical instructors
- Lack of facilities and resources
- Lack of alignment between employer requirements and curricula

### Sustainability: Infrastructure, Leadership and Policy

- Need for sustainable partnerships at national, state and local levels
- Opportunities to leverage funding and other resources
- Planning tools (data, projections and information systems)
- Policy issues including those of regulation

## The ETA In Action

ETA understands that local partnerships, including employers, employees, workforce intermediaries, educators and other community members, are needed to implement workforce solutions. ETA's investments are unique and innovative industry-driven partnerships that include employers, the public workforce system, and education and training providers. Each demonstration project funded during the first round of national models address one or more of the industry's identified workforce challenges.

The results and knowledge gained from these health care demonstration projects will help shape ETA's broader HGJTI efforts. Equally important, the models developed and lessons learned in these demonstrations will serve as a foundation for building the public workforce system's capacity to be demand-driven, shaping and enhancing ETA's technical assistance activities in the health care industry.

## Background & Next Steps

ETA has addressed the workforce issues of the health care industry from a national perspective by conducting Executive Forums with different sectors of the health care industry to gather relevant information from informed groups in a disciplined manner.

These forums provided ETA and the public workforce system with the opportunity to gain further understanding of the overall critical workforce needs of the industry. After meeting with industry leaders, ETA developed and solidified strategic alliances with business, education, and workforce leaders who are focused on the workforce issues confronting the health care industry and engaged them in developing innovative approaches to addressing their needs through Workforce Development Forums.

ETA has partnered with employers and education providers to develop and model skills training solutions nationally that can be replicated and sustained throughout the state and local public workforce system. These approaches will help ensure that workers have the right skills for the right jobs at the right time.

ETA intends to conduct a competitive grant process in each of its High Growth Job Training Initiative industries. This competitive process will allow ETA to fund more new and innovative models that address the industries' identified workforce challenges.



## National Programs

### *Apprenticeship*

There are 4,148 apprentices employed and training in the health care profession ranging from Certified Nursing Assistants and Licensed Practical Nurses to Surgical Technologists and Emergency Medical Technicians.

### *Job Corps*

Job Corps provides training in 12 health-related vocations, including nursing, with 105 of its 118 centers providing health-related vocational training. In Program Year 2002, Job Corps graduated 5,828 individuals in health care vocations.

## Additional Resources

### *Online Tools*

Career One-Stop  
([www.CareerOneStop.org](http://www.CareerOneStop.org))

The Career One-Stop is a resource for businesses and job seekers. It contains links to America's Job Bank, America's Service Locator, and America's Career InfoNet.

[www.carecareers.net](http://www.carecareers.net)  
[www.careervoyages.gov](http://www.careervoyages.gov)  
[www.doleta.gov](http://www.doleta.gov)  
[www.doleta.gov/atels\\_bat](http://www.doleta.gov/atels_bat)  
[jobcorps.doleta.gov](http://jobcorps.doleta.gov)  
[www.onetcenter.org](http://www.onetcenter.org)

### *Other Tools*

Toll-Free Help Line  
 1-877-US2-JOBS (1-877-872-5627)  
 1-877-889-5627 (TTY)

The Toll-Free Help Line provides up-to-date information about the full range of workforce services for workers and businesses as well as answers to employment and training questions.

## Contact the BRG

For more information on the activities and services of the ETA's Business Relations Group (BRG), please contact:

U.S. Department of Labor  
 Employment and Training Administration  
 Business Relations Group  
 200 Constitution Ave., NW  
 Room N-4643  
 Washington, DC 20210  
 (202) 693-3949  
[businessrelations@dol.gov](mailto:businessrelations@dol.gov)